

Independent Assurance of S&P Global's Impact Report 2022 Data

ISAE 3000 (2020) Statement

April 2023



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The Nature of the Assurance

This is a report by Corporate Citizenship (part of SLR Consulting Limited (SLR) for the Management of S&P Global. The assurance covers the period from 1st January 2022 – 31st December 2022.

Unless otherwise indicated, the scope of the assurance is as set out in the *About This Report* section of *S&P Global's Impact Report 2022*.

SLR has undertaken limited assurance of the data listed in the Appendix where relevant against the WRI/WBCSD Greenhouse Gas Protocol Corporate Standard (2015 revised edition), the GHG Protocol Corporate Value Chain (Scope 3) Standard, the GHG Protocol Scope 3 Calculation Guidance, and the appropriate GHG conversion factors for company reporting as published by UK Department for Business Energy & Industrial Strategy (BEIS) and the International Energy Agency (IEA) and against the GRI Principles of: Accuracy, Clarity, Comparability, Completeness, Timeliness and Verifiability for all other measures.

S&P Global is entirely and solely responsible for the production and publication of the data assured, and Corporate Citizenship for its assurance in the *S&P Global's Impact Report 2022*.

This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (Assurance Engagements other than Audits or Reviews of Historical Financial Information) and the relevant subject-matter specific ISAE for GHG data (ISAE 3410, Assurance Engagements on Greenhouse Gas Statements).

GHG quantification is subject to inherent uncertainty due to factors such as incomplete scientific knowledge about the global warming potential of different GHGs and uncertainty around the models and parameters used in estimating GHG emissions.

SLR has complied with the requirements for independence, professional ethics and quality control as stipulated by ISAE 3000 (2020) Requirement 3a and 3b.

Assurance work performed

The assurance work was commissioned in December 2022 and was completed on 21st April 2023. Detailed records were kept of meetings and correspondence relating to the assurance. A team of five, led by a Director, undertook the assurance and commentary process. An assurance specialist acted as adviser to the group.

The assurance engagement was undertaken to a **limited** level, and involved the following activities:

With regard to the environmental data sets:

- A review of the 2022 S&P Global Inventory Management Plan used for data collection and reporting;
- A review of underlying data sources and substantiating evidence to support this year's reporting, to assess robustness of monitoring and reporting systems;
- A review of year-on-year environmental performance trends to identify any significant changes in operational eco-efficiency and investigate the reasons behind these trends;
- A review of GHG calculations and emission factors for accuracy and consistency with best practice guidelines;
- A review of group-wide environmental data consolidation and reporting to check for errors or omissions in data analysis, consistency with underlying data sets and reasonableness of reporting.

With regard to the non-environmental data sets:

- Received and checked data returns for 2022 from each data owner;
- Considered year-on-year trends shown by data returns and, where necessary, interrogated data owner about these trends;
- Carried out spot checks on data received;
- Where necessary, had further call to resolve any remaining queries regarding evidence or data management systems;
- Retained full record of transactions with data owners.

Independence

We have worked with S&P Global on sustainability topics since 2011. This is the seventh year that we have provided assurance. During the 2022 reporting period, our work with S&P Global focused on data assurance.

Conclusion

Based on the scope of work and assurance procedures performed, nothing has come to our attention that causes us to believe that the data listed in the Appendix is not prepared, in all material respects, in accordance with the WRI/WBCSD Greenhouse Gas Protocol Corporate Standard (2015 revised edition), the GHG Protocol Corporate Value Chain (Scope 3) Standard, the GHG Protocol Scope 3 Calculation Guidance, and the appropriate GHG conversion factors for company reporting as published by UK Department for Business Energy & Industrial Strategy (BEIS) and the International Energy Agency (IEA) and against the GRI Principles of: Accuracy, Clarity, Comparability, Completeness, Timeliness and Verifiability for all other measures.

SLR Consulting Limited

London

21st April 2023

APPENDIX

ENVIRONMENTAL

Scope	Source	Unit	Quantity
Scope 1 GHG emissions ¹	Refrigerants, Natural Gas, CNG, LPG	Metric tons CO ₂ e	3,717
Scope 2 GHG emissions (location-based)	Purchased electricity	Metric tons CO ₂ e	22,786
Scope 2 GHG emissions (market-based)	Purchased electricity	Metric tons CO ₂ e	23,191
Scope 3 GHG emissions		Metric tons CO ₂ e	358,457
1. Purchased Goods and Services		Metric tons CO ₂ e	254,090
2. Capital Goods		Metric tons CO ₂ e	7,657
3. Fuel- and energy-related activities		Metric tons CO ₂ e	6,339
4. Upstream transportation and distribution		Metric tons CO ₂ e	57,297
5. Waste generated in operations		Metric tons CO ₂ e	151
6. Business travel		Metric tons CO ₂ e	27,702
7. Employee commuting		Metric tons CO ₂ e	4,532
8. Upstream leased assets		Metric tons CO ₂ e	267
9. Downstream transportation and distribution		Metric tons CO ₂ e	Not material, not calculated
10. Processing of sold products		Metric tons CO ₂ e	Not material, not calculated
11. Use of sold products		Metric tons CO ₂ e	Not material, not calculated
12. End-of-life treatment of sold products		Metric tons CO ₂ e	Not material, not calculated
13. Downstream leased assets		Metric tons CO ₂ e	381
14. Franchises		Metric tons CO ₂ e	Not material, not calculated

15. Investment	Metric tons CO ₂ e	41
Total Energy	MWh	61,589
Water Consumption	Gallons	42,391
Recycling	Short Tons	320
Composting	Short Tons	0
Waste to Landfill	Short Tons	308

KPI	Unit	Quantity
Coverage	113 offices in 44 Countries	
Total Scope 1-3 emissions	Metric tons CO ₂ e	385,365
Emissions per employee: Scopes 1-2 (Market based)	Metric tons CO ₂ e per FTE	0.67
Emissions per unit of revenue: Scopes 1-2 (Market based)	Metric tons CO ₂ e per million dollars of revenue	2.41
Scope 1 emissions per square foot	tCO ₂ e/M	782
Scope 2 emissions per square foot (market-based)	tCO ₂ e/M	4,879
Total Renewable Energy	MWh	5,639
Energy Cost	US\$	7,460,119
Renewable Energy Percentage	%	9.2
Recycling Percentage	%	51

Waste to Landfill Percentage	%	49
ISO 14001 locations	number of locations	13
ISO 14001 workforce coverage	%	47
ISO 14001 office area coverage	%	49

SOCIAL & GOVERNANCE DATA

Chapter Heading	KPI	Unit	Quantity
About S&P Global	Number of countries with employee presence	Countries	44
Business Ethics and Integrity	COBE training completion rate	% of employees completed	100
Business Ethics and Integrity	Confirmed incidents of corruption	Recorded incidents	Zero
Community Impact	Total community investment	\$m	13.6
Community Impact	Donation in-kind	\$	200,000
Community Impact	Corporate Contributions	\$m	2
Community Impact	Foundation giving	\$m	11.5
Community Impact	Disaster Relief and the Environment	\$m	1.85
Community Impact	COVID-19 Relief	\$m	1.1
Community Impact	Inclusive Economy & Skills Gap	\$m	1.9
Community Impact	Employee Programs	\$m	4.7
Community Impact	Equity & Inclusion	\$m	1.6
Community Impact	Enterprise	\$	345,000
Community Impact	Number of Foundation Nonprofit partners	Number of non-profit partners	71
Community Impact	Giving footprint by countries	Number of countries	15

Community Impact	Foundation Board gender	Individuals	4 female, 3 male board members
Community Impact	Foundation Board ethnicity	Individuals	1 Black, 2 Asian, 4 White board members
Community Impact	Volunteer events engagements	Unique events	284
Community Impact	Volunteer participants	Unique individuals	1,926
Community Impact	Volunteer hours	Hours	19,520.45
Community Impact	Number of active cities in employee volunteerism	Cities	59
Community Impact	Number of countries where employee volunteers are based	Countries	27
Community Impact	Nonprofits supported through volunteerism	Nonprofits	221
Community Impact	Matching Gift contributions	\$m	4
Community Impact	Matching Gift participants	Individuals	2,444
Community Impact	Nonprofits supported with Matching Gifts	Nonprofits	2,540
Diversity, Equity & Inclusion	Percentage of U.S. workforce self-identified as LGBTQ+	%	1.88
Diversity, Equity & Inclusion	Percentage of U.S. workforce disclosed with a disability	%	0.38
Diversity, Equity & Inclusion	Percentage of U.S. workforce reported being a veteran	%	0.80
Diversity, Equity & Inclusion	Global employees	% and individuals	APAC: 17,805 (52%) North America: 10,297 (30.1%)

			EMEA: 5,410 (15.82%) LatAm: 694 (2%)
Diversity, Equity & Inclusion	Global age groups	% and individuals	<30 years old: 9,267 (27.1%) 30-50 years old: 20,987 (61.4%) >50 years old: 3,936 (11.5%)
Diversity, Equity & Inclusion	Global gender representation	Female % and individuals	Global: 13,070 (38.2%) Senior Management: 24 (30%) Junior Management: 2,171 (32.5%) Management: 3,543 (31.1%) Revenue-generating functions: 6,592 (39.7%) STEM: 4,355 (31.7%)
Diversity, Equity & Inclusion	U.S. ethnicity	% and individuals	White: 5,085 (53.4%) Asian: 1,827 (19.2%) Hispanic/Latinx: 542 (5.7%) Black: 436 (4.6%) Two or more races: 183 (1.9%) Native American or Alaskan Native: 31 (0.3%) Other: 7 (0.0%) Unspecified: 1,406 (14.7%)
Diversity, Equity & Inclusion	U.S. ethnicity by female	% and numbers	White: 1,863 (36.6%) Asian: 744 (40.7%) Hispanic/Latinx: 244 (45.0%) Black: 204 (46.8%) Two or more races: 71 (38.8%)

			<p>Native American or Alaskan Native: 8 (25.8%)</p> <p>Other: 3 (42.9%)</p> <p>Unspecified: 446 (31.7%)</p>
Diversity, Equity & Inclusion			<p>White Male: 651 (57.0%)</p> <p>Asian Male: 156 (13.6%)</p> <p>Hispanic/Latinx Male: 69 (6.0%)</p> <p>Black Male: 44 (3.8%)</p> <p>Other Male: 24 (2.1%)</p> <p>Not Specified Male: 197 (17.2%)</p> <p>White Female: 315 (50.1%)</p> <p>Asian Female: 129 (20.5%)</p> <p>Hispanic/Latinx Female: 46 (7.3%)</p> <p>Black Female: 22 (3.5%)</p> <p>Other Female: 12 (1.9%)</p> <p>Not Specified Female: 104 (16.5%)</p> <p>All White: 966 (54.4%)</p> <p>All Asian: 286 (16.1%)</p> <p>All Hispanic/Latinx: 115 (6.5)</p> <p>All Black: 66 (3.7%)</p> <p>All Other: 36 (2.0%)</p> <p>All Not Specified: 304 (17.1%)</p>
Diversity, Equity & Inclusion	U.S. Analytical Roles by gender and ethnicity	% and individuals	<p>White Male: 651 (57.0%)</p> <p>Asian Male: 156 (13.6%)</p> <p>Hispanic/Latinx Male: 69 (6.0%)</p> <p>Black Male: 44 (3.8%)</p> <p>Other Male: 24 (2.1%)</p> <p>Not Specified Male: 197 (17.2%)</p> <p>White Female: 315 (50.1%)</p> <p>Asian Female: 129 (20.5%)</p> <p>Hispanic/Latinx Female: 46 (7.3%)</p> <p>Black Female: 22 (3.5%)</p> <p>Other Female: 12 (1.9%)</p> <p>Not Specified Female: 104 (16.5%)</p> <p>All White: 966 (54.4%)</p> <p>All Asian: 286 (16.1%)</p> <p>All Hispanic/Latinx: 115 (6.5)</p> <p>All Black: 66 (3.7%)</p> <p>All Other: 36 (2.0%)</p> <p>All Not Specified: 304 (17.1%)</p>
Diversity, Equity & Inclusion	U.S. Commercial Roles by gender and ethnicity	% and individuals	<p>White Male: 646 (65.3%)</p> <p>Asian Male: 44 (4.4%)</p>

	Hispanic/Latinx Male: 57 (5.7%)
	Black Male: 44 (4.4%)
	Other Male: 28 (2.8%)
	Not Specified Male: 170 (17.2%)
	White Female: 372 (62.6%)
	Asian Female: 49 (8.2%)
	Hispanic/Latinx Female: 56 (9.4%)
	Black Female: 32 (5.4%)
	Other Female: 19 (3.2%)
	Not Specified Female: 66 (11.1%)
	All White: 1,019 (64.2%)
	All Asian: 93 (5.8%)
	All Hispanic/Latinx: 113 (7.1%)
	All Black: 76 (4.8%)
	All Other: 47 (2.9%)
	All Not Specified: 239 (15%)

Diversity, Equity & Inclusion

U.S. In-Demand Technology Roles by gender and ethnicity

% and individuals

White Male: 74 (47.1%)
Asian Male: 44 (28%)
Hispanic/Latinx: 4 (2.5%)
Black Male: 12 (7.6%)
Other Male: 3 (1.9%)
Not Specified Male: 20 (12.7%)
White Female: 31 (41.3%)

			Asian Female: 28 (37.3%) Hispanic/Latinx Female: 2 (2.6%) Black Female: 2 (2.6%) Other Female: 2 (2.6%) Not Specified Female: 10 (13.3%) All White: 106 (45.3%) All Asian: 72 (30.7%) All Hispanic/Latinx: 6 (2.5%) All Black: 14 (5.9%) All Other: 5 (2.1%) All Not Specified: 31 (13.2%)
Diversity, Equity & Inclusion	Ratio of basic salary and remuneration of women to men	%	84
Diversity, Equity & Inclusion	Mean gender pay gap	%	14
Diversity, Equity & Inclusion	Mean gender bonus gap	%	29
Employee Health, Safety and Wellbeing	Workers covered by an occupational health and safety management system		London office (Ropemaker) location certified. All other locations follow the ISO 45001 management system without being certified
Employee Health, Safety and Wellbeing	Fatalities		0
Employee Health, Safety and Wellbeing	Major injuries and work-related illnesses		0
Employee Health, Safety and Wellbeing	All other injuries and work-related illnesses		0

Employee Health, Safety and Wellbeing	Total Recordable Incident Rate (TRIR)		0
Employee Health, Safety and Wellbeing	Total Recordable Incident Rate (TRIR) Target		0.45
Employee Health, Safety and Wellbeing	Accident severity rates		0
Employee Health, Safety and Wellbeing	Occupational disease rates		0
Employee Health, Safety and Wellbeing	Minimum personal Paid Time Off (PTO)	Days	Unlimited
Employee Health, Safety and Wellbeing	Minimum paid care leave	Days	10
Employee Health, Safety and Wellbeing	Minimum paid sick leave	Days	10
Employee Health, Safety and Wellbeing	Number of paid parental leave	Weeks	26
ESG Products & Data	SPGI 2022 actuals - ESG revenue	\$m	244
ESG Products & Data	Ratings 2022 actuals	\$	5,515,000
ESG Products & Data	Market Intelligence 2022 actuals	\$	71,564,000
ESG Products & Data	Commodity Insights 2022 actuals	\$	113,053,815
ESG Products & Data	Indices 2022 actuals	\$	30,881,438
ESG Products & Data	Mobility 2022 actuals	\$	22,918,000
ESG Products & Data	Engineering Solutions 2022 actuals	\$	2,914,000
ESG Products & Data	Number of headline ESG indices	Count	Offers around 200

ESG Products & Data	Datapoints per company captured by the CSA	Count	1,000
ESG Products & Data	CSA – companies invited	Count	13,800
ESG Products & Data	CSA – companies participated	Count	More than 3,000
ESG Products & Data	CSA - companies participated - Y-o-Y percentage increase (%)	%	34%
ESG Products & Data	Companies covered under Trucost analysis	Count	2.5 million
ESG Products & Data	Climate indices Assets under License	\$	4,838,381,709
ESG Products & Data	Thematic indices Assets under License	\$	16,763,372,545
ESG Products & Data	Fixed Income ESG indices Assets under License	\$	77,699,938
ESG Products & Data	Core ESG indices Assets under License	\$	11,704,922,639
ESG Products & Data	Total sustainability-focused indices Assets under License (Ending ESG ETF AUM)	\$	33,384,376,831
ESG Products & Data	Total ESG Indices AuL (Ending ETF AUM)	\$	2,466,242,288,365
ESG Products & Data	Dataset of estimated emissions from upstream oil and gas production (EDIN and Enerdeq)	Onshore wells included in the client-facing dataset	6.8 million
ESG Products & Data	Dataset of estimated emissions from upstream oil	Assets and projects included in the client-	60,000+

	and gas production (EDIN and Enerdeq)	facing dataset	
ESG Products & Data	Dataset of estimated emissions from upstream oil and gas production (EDIN and Enerdeq)	Fields included in the client-facing dataset	33,000+
Innovation & Technology	VIBE Innovation (Being innovative in my job is encouraged at S&P Global)	%	83
Innovation & Technology	VIBE Technology (S&P Global provides me opportunity to increase my understanding of critical and emerging technologies)	%	76
Innovation & Technology	Mobility: Internal vs external hires	Individuals	602 internal hires 1,319 external hires
Innovation & Technology	Mobility: Number of non-technology employees in all divisions who moved into technology roles	Individuals	18
Innovation & Technology	Mobility: Number of technology employees who moved into new technology roles	Individuals	584
Innovation & Technology	Total number of tech training hours	Hours	141,625
Innovation & Technology	Total number of tech training course completions	Courses completed	110,180
Innovation & Technology	External tech hires	Individuals	1,319

Innovation & Technology	Vitality Index (revenue impact of innovation)	%	10.8
Innovation & Technology	Total R&D Spend	\$m	125
Policy Influence and Transparent Engagement	PAC contribution to candidate campaign committees	\$	124,000
Policy Influence and Transparent Engagement	Company expenses related to federal lobbying	\$m	1.23
Policy Influence and Transparent Engagement	Company contribution to trade associations or tax-exempt groups (e.g. think tanks)	\$	594,626
Responsible Sourcing & Supply Chain Management	Percentage of spend with U.S. diverse suppliers	%	7.3
Responsible Sourcing & Supply Chain Management	Percentage of spend with global diverse suppliers	%	5.8
Responsible Sourcing & Supply Chain Management	Count of US diverse suppliers	Number of suppliers	295
Responsible Sourcing & Supply Chain Management	Count of global diverse suppliers	Number of suppliers	332
Responsible Sourcing & Supply Chain Management	Percentage of U.S. and global sourcing events including diverse suppliers	%	11
Responsible Sourcing & Supply Chain Management	Percentage of U.S. sourcing events including diverse suppliers	%	12.96
Responsible Sourcing & Supply	Percentage of U.S. and global sourcing	%	3.3

Chain Management	events awarded to diverse suppliers		
Responsible Sourcing & Supply Chain Management	Percentage of U.S. sourcing events awarded to diverse suppliers	%	3.7
Talent Attraction & Development	New employee hires	Individuals	5,184
Talent Attraction & Development	Total employee turnover rate	%	17.1
Talent Attraction & Development	Voluntary employee turnover rate	%	13.3
Talent Attraction & Development	Number of total employees represented by an independent trade union or covered by collective bargaining agreements	Individuals	868
Talent Attraction & Development	Percentage of total employees represented by an independent trade union or covered by collective bargaining agreements	%	2.5%
Talent Attraction & Development	Number of employees participating in Career Coaching	Individuals	947
Talent Attraction & Development	Number of coaching sessions	Sessions	2,105
Talent Attraction & Development	Total coaching hours	Hours	1,328
Talent Attraction & Development	Career Coaching representation by ethnicities	%	Black: 9.23 Hispanic: 5.01 Asian: 15.57 White: 68.34 Others: 1.85

Talent Attraction & Development	Career Coaching representation by gender	%	Female: 56.87 Male: 43.13
Talent Attraction & Development	Learning and development spend	\$m	20.3
Talent Attraction & Development	Number of completed training courses	Courses	889,973
Talent Attraction & Development	Number of learning hours	Hours	714,854
Talent Attraction & Development	Number of employees receiving tuition reimbursement	Individuals	452
Talent Attraction & Development	Tuition refunds for employees	\$	3,126,935.39
Talent Attraction & Development	Average hours training and development per full-time employee	Hours	20.9
Talent Attraction & Development	Average amount spent on training and development per full-time employee	\$	593.46
Talent Attraction & Development	Percentage of employees who received training	%	94.89
Talent Attraction & Development	VIBE employee engagement	%	86
Talent Attraction & Development	VIBE employee engagement: I would recommend S&P Global as a great place to work	%	88
Talent Attraction & Development	VIBE employee engagement: I am proud to work for S&P Global	%	90
Talent Attraction & Development	VIBE employee engagement: My work gives me a	%	85

	feeling of personal accomplishment		
Talent Attraction & Development	VIBE employee engagement: I would like to be working with S&P Global one year from now	%	83
Merger, Synergy & Integration	Percentage of displaced colleagues who engaged with the Global Redeployment Team	%	83
Merger, Synergy & Integration	Locations consolidated after merger	Number of locations	28

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